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Dental plan to begin July 1

The U of T Dental Care Plan will go into effect on July 1, now that 75 percent of eligible staff members have indicated they wish to participate.

Those who have enrolled will receive certificates and further information about claiming procedures by mid-July. In the meantime, claim forms and further information may be obtained from the Staff Relations Section, Personnel Department, at 978-2015.

Bulletin cops CASE award

The *Bulletin* is "an excellent publication" that reflects well on U of T. That's the opinion of the judges who last month presented this newspaper with an Exceptional Achievement Award for Periodical Improvement on behalf of the Council for Advancement & Support of Education (CASE) based in Washington, D.C.

"Enjoy your candor," one judge commented. "It gives the impression the institution is self-confident, faces problems, and solves them."

For the second year running, the *Graduate*, U of T's alumni quarterly, was recognized with a Citation Award by the CASE panel, who thereby deemed it one of the top dozen tabloids produced by North American colleges and universities.

There will be three more issues of the *Bulletin* published during the summer of 1978: June 19, July 17, and August 21.

Frye is new Vic chancellor

Professor Northrop Frye has been appointed chancellor of Victoria University, the Board of Regents of the university has announced.

"Victoria University is deeply honoured that one who is a graduate of both of its colleges, a devoted teacher, and a scholar of great renown has accepted the office of chancellor," the board said in making the announcement.

"To this role, Dr. Frye will bring that concern for freedom, for historical perspective, and for nourishing the religious roots of our culture which has characterized his life and work in Victoria University, the University of Toronto, and the Canadian community."

Faculty elected to Governing Council

Faculty members elected for a three year term on Governing Council include Professors James Conacher, Department of Classics; Stephen Triantis, Department of Political Economy; Victor Smith, Faculty of Forestry and Landscape Architecture; and Charles Pascal, Department of Educational Theory at the Ontario Institute for Studies in Education (OISE).

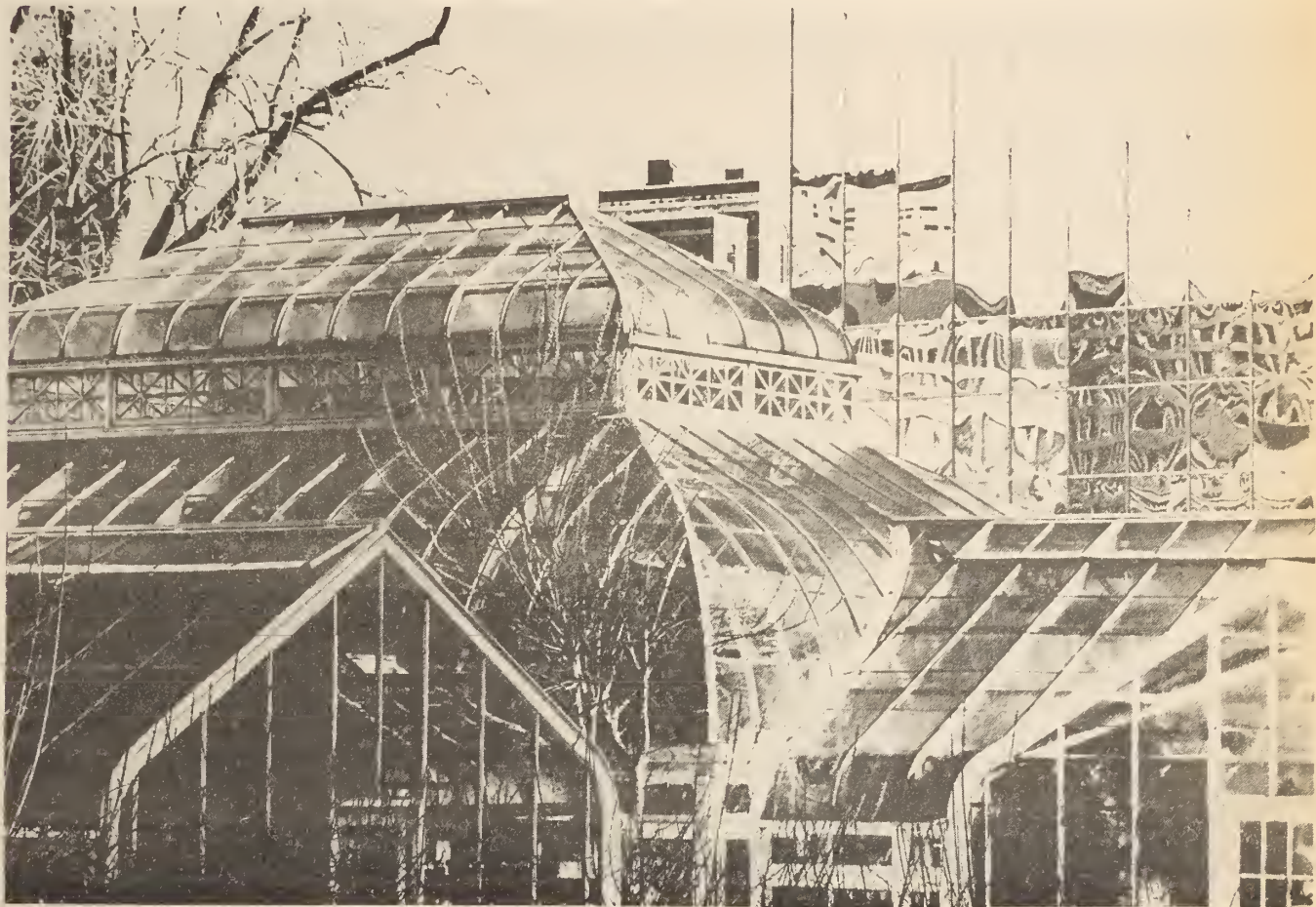
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Bulletin

Dozens of projects get green light

thanks to the release of unrestricted funds from Update's coffers



"We've waited since 1932 for money to build more greenhouse space," says Nancy Dengler, associate chairman of the Department of Botany. "Now, thanks to Update and Wintario, it seems likely that we'll be able to have an addition built."

As a result of the Update fundraising campaign's recently announced release of unrestricted funds (money not earmarked for a specific purpose by the donors), a dozen departments and divisions, botany among them, will be able to begin work on projects ranging from scholarships and lectureships to teaching equipment and research facilities.

This is the first time since the campaign

began that unrestricted funds have been released, although several millions in restricted money have been used to fund such projects as the gerontology program and books on Canadian subjects purchased for Scarborough and Erindale.

Staff and student populations have tripled since construction of the greenhouses was completed over 40 years ago.

"We desperately need space for research and teaching," says Dengler. "The present greenhouses are jammed. They house our plant collection, mainly used for public display; specimens used for lab work in introductory botany — 1,000 *coleus* plants, for instance; and all the research projects.

"Two projects in particular are quite timely — one investigating water hyacinths, which are a serious weed crop in rice fields, and another studying a kind of grass to be used in the re-vegetation of mine tailings."

The proposed expansion would add about 1,200 square feet to the greenhouses — one-quarter again as much space — and allow both the plant collection and the research projects room to breathe.

"We've contacted the original builders," says Dengler, "and they're prepared to duplicate the 1932 design."

Continued on Page 3

Grading practices policy okayed,

Sanskrit & Indian Studies dissolved, at last meeting of Academic Affairs

A revised grading practices policy, to take effect in Sept. 1979, was approved when the Academic Affairs Committee held its final meeting of the current session, on May 25.

If approved by Governing Council, the 11-page document will apply to all individuals and committees that evaluate student performance in degree, diploma, and certificate credit courses, except those in the School of Graduate Studies.

The policy is set out in two parts, one dealing with grade scales and the other with grading procedures. An appendix lists all grade scales and symbols for reporting course results as well as defining terms that occur frequently in the document.

Grades for each course at the University are to be assigned with reference to the following meanings: excellent, good, adequate, marginal, inadequate, and wholly inadequate.

Corresponding percentages for the basic letter grades are: A, 80-100 percent; B, 70-79; C, 60-69; D, 50-59; E, 35-49; F, 0-34. Grades are to express the instructor's best judgement of each student's overall performance in a course and are not to be determined by any system of quotas.

The main change from existing policy is that the divisions will be expected to comply with the spirit, rather than the letter, of the section on procedure. Each division will have about a year to codify

and submit its own grading practices for scrutiny by the Academic Affairs Committee. Once approved, the grade scale used in a division must be published in a conspicuous place in the calendar.

"Our purpose was to combine consistency with flexibility," Professor Henry Auster informed the meeting. Auster is chairman of the Subcommittee on Curriculum & Standards, which drew up the policy. "We want the divisions to carry out the grading practices that make sense to them, but, at the same time, they should be mindful of the need for a reasonable degree of consistency throughout the University."

Continued on Page 3

Salary discrepancies rectified

A final report by Erindale vice-principal Robin Ross on the Male-Female Salary Anomaly Project appears below. Previous reports have appeared in the Bulletins of Nov. 19, 1976, and July 22, 1977.

The Male/Female Salary Anomaly Project was conducted with the purpose of attempting to discover whether salary discrepancies exist among male and female administrative staff who perform the same job, and whether such discrepancies, if found, are the result of sex discrimination. With the wide range of diversified occupations dispersed throughout the University, this has been a complex undertaking.

There has been strong interest in this topic particularly since the publication of the report to the Governing Council on the Status of Non-Academic Women early in 1975. Since that report's publication, the Governing Council approved the allocation of funds in the 1976-77 budget to resolve any anomalies that might be found to exist as a result of sex discrimination. In 1976, the administration initiated the project under the direction of Robin Ross, vice-provost, and Robert F. Brown, director of personnel. The project was co-ordinated by staff of the Personnel Department with the assistance of members of the University of Toronto Staff Association functioning as an advisory committee. The UTSA representatives were Betty Connelly, Jeanne Orr, Prudence Tracy, David Priddle, Gwen Russell, and Mavis Davison.

The first phase of the project began in January, 1976. At that time, a memorandum was sent to all divisions requesting that they review their employees' salaries for possible salary discrepancies resulting from sex discrimination. Approximately 35 cases were submitted from eight to 10 divisions of the University. These cases were reviewed by Personnel Department staff who found that less than five percent of the total related to actual sex discrimination practices. These cases were corrected by the addition of the necessary funds to departmental budgets to enable appropriate salary adjustments for the individuals affected. The other cases involved salary processes such as classification and position in salary range and were dealt with through normal procedures and contacts with the divisions on classification and salary matters.

The next phase of the project entailed a review of all classified occupations for administrative staff based on actual salaries after the annual increases were implemented in the August 1976 payroll, in order to identify those groups in which the average salaries for women were significantly lower than those for men. Based on statistical data, the Personnel Department, with the assistance of the Staff Association, determined which occupation groups had apparent salary disparities that warranted a more detailed review. Additional data needed for this detailed analysis was provided by individual departments. They supplied information for all staff within the affected occupation groups concerning salary, qualifications, years of relevant work experience prior to employment at the University, and years of employment at the current classification level.

Analysis of this detailed information was undertaken by a review committee limited to Robin Ross, vice-provost; R.F. Brown, director of personnel; Gwen Russell, representative of UTSA; and Carole Farr, manager of salary administration. The main criteria used to determine whether salary discrepancies were the result of sex discrimination were:

- (1) years of experience in the current classification level;
- (2) years of experience within the University.

In the following occupation groups the

salary discrepancies were *not* explained by the above criteria:

- Administrative Assistant 3 (salary group 05B, formerly called AA 2)
- Lab. Technician 3 (budget paid staff only)
- Lab. Technician 4 (budget and grant supported staff)
- Editor 4

At this stage in the process, Dorothy Gillmeister, the University's equal opportunity officer, was appointed and assisted during the balance of the project and is currently continuing the review of the Editor 4, following a classification review of the affected positions conducted by the salary administration department.

The salary discrepancies found in the first three occupation groups were rectified through the provision of special funds which were awarded to female staff members in the affected occupation groups, effective Aug. 1, 1977. The adjustments were based on female staff members' salaries in 1976-77.

The committee studies several models for the appropriate distribution of the funds. The method chosen was designed to correct the occupational salary differentials by adjusting individual female salaries by amounts that produced a similar distribution through the range to that already established for male salaries. The resulting average female salary of an affected occupation group was brought into line with the average male salary for the occupation.

To date salary anomaly adjustments have been received by 48 female staff in 19 departments at a total expenditure from the anomaly fund of \$50,462 in annual terms. This represented an average annual salary increase of \$1,227 for female staff identified as anomalies on continuing appointments. An average of \$650 was awarded to female grant staff, covering appointment periods of six to nine months.

In the course of implementing the salary anomaly adjustments a number of queries were addressed to the Personnel Department regarding individual eligibility for adjustments. Sixteen cases were analysed individually by the Anomaly Review Committee, and the departments concerned were notified of the committee's decision in each case. Such situations are certainly to be expected, given the widely diversified range of non-academic occupations in the University working together in all manner of combinations.

In initiating this project, the University had at its disposal an extensive literature on discrimination which, invaluable as it may be in describing the existence of unfair salary practices, provided very little in the way of concrete and viable models of rectification. This project should be viewed as the first of a series of operations performed with increasingly refined instruments.

The equal opportunity officer will be responsible for investigating future possible cases of sex discrimination which are documented and brought to the attention of the Personnel Department. In addition, she will regularly monitor salary data in order to ensure that new discrepancies do not develop. The review committee will be consulted whenever it appears to be needed, and where the issues are unusually complex. All cases will be reviewed on a confidential basis.

On behalf of the review committee, I should like to thank Robert Brown, Carole Farr and many other members of the Personnel Department for the very considerable work done on this complex project. I also extend my thanks to the members of the U of T Staff Association who worked with the review committee on this subject.

*Robin Ross,
Vice-Principal (Administration),
Erindale College, and
Adviser to the Provost.*

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the Ph.D oral office, telephone 978-5258.

Thursday, June 8
Milt Titeler, Department of Pharmacology, "Direct-Binding Studies of Pre- and Postsynaptic Catecholamine Receptors." Thesis supervisor: Prof. P. Seeman. Room 111, 63 St. George St., 10 a.m.

James F. Sutcliffe, Department of Microbiology & Parasitology, "Feeding Behaviour in *Simulium Venustum* (Diptera: Simuliidae): Sensory Aspects and Mouthpart Mechanics." Thesis supervisor: Prof. S.B. McIver. Room 309, 63 St. George St., 10 a.m.

James Benson Mahony, Department of Zoology, "Regulation of Protein Synthesis in the Mammalian Brain." Thesis supervisor: Prof. I.R. Brown. Room 307, 63 St. George St., 10 a.m.

Friday, June 9
Michael J. McLean, Department of History, "Historical Theory and Political Commitment: The Historiography of Johann Gustav Droysen." Thesis supervisor: Prof. J. Kornberg. Room 307, 63 St. George St., 2 p.m.

Marta Rohatynskyj, Department of Anthropology, "Sex Affiliation among the Omie of Papua New Guinea." Thesis supervisor: Prof. W.P. Carstens. Room 309, 63 St. George St., 2 p.m.

Monday, June 12
Joseph George Schnier, Department of Educational Theory, "An Investigation of Effective Modes of Preparation for an Interpersonal Coping Skills Program." Thesis supervisor: Prof. J. Wine. Room 309, 63 St. George St., 2 p.m.

Tuesday, June 13
Anthony H. Green, Department of Geology, "Evolution of Fe-Ni Sulfide Ores Associated with Archean Ultramafic Konatiites, Langmuir Township, Ontario." Thesis supervisor: Prof. A.J. Naldrett. Room 309, 63 St. George St., 10 a.m.

Wednesday, June 14
Alice Marian Home, Faculty of Social Work, "Change in Women's Consciousness Raising Groups: A Study of Four Types of Change and Factors Associated with Them." Thesis supervisor: Prof. S. Oylan. Room 111, 63 St. George St., 10 a.m.

Thursday, June 15
Ann Kussmaul, Department of Political Economy, "Servants in Husbandry in Early-Modern England." Thesis supervisor: Prof. J.H.A. Munro. Room 111, 63 St. George St., 10 a.m.

Marcia Damon Harris, Department of Sociology, "Social Order and Unsocialized Behaviour: A Sociological Study of Privacy." Thesis supervisor: Prof. W.W. Isajiw. Room 111, 63 St. George St., 2 p.m.

Friday, June 16
Patrick Cooper Hartney, Department of Anthropology, "Palaeopathology of Archaeological Aboriginal Populations from Southern Ontario and Adjacent Region." Thesis supervisor: Prof. D. Hughes. Room 309, 63 St. George St., 10 a.m.

Dale Edwin Shuttleworth, Department of Educational Theory, "The Learning Exchange System (LEARNXS): Case Study of an Innovation in Community Education." Thesis supervisor: Prof. J. Draper. Room 111, 63 St. George St., 10 a.m.

Bernard Avishai, Department of Political Economy, "Civil Society and Rational Beings: An Examination of Marx's Critique of Hobbes' Epistemological Theories and Related Political Ethics." Thesis supervisor: Prof. C.B. Macpherson. Room 111, 63 St. George St., 2 p.m.

Tuesday, June 20
Bartholomew de la Torre, Centre for Medieval Studies, "Thomas Buckingham's *Ostensio Meriti Liberae Actionis* Conclusions 1 to 15: *De Contingentia Futurorum et Arbitrii Libertate*: An Edition and Study." Thesis supervisor: Prof. J.A. Weisheipl. Room 111, 63 St. George St., 2 p.m.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Library Technician IV (\$9,000 — 10,590 — 12,180)
Law (2)

Editor I (\$9,900 — 11,650 — 13,400)
Press (2)

Administrative Assistant I (\$9,900 — 11,650 — 13,400)
Preventive Medicine & Biostatistics (4)

Administrative Assistant II (\$12,860 — 15,130 — 17,400)
Faculty Office, Arts & Science (1), Continuing Studies (2)

Administrative Assistant III (\$15,820 — 18,620 — 21,410)
Academic Services, Faculty of Medicine (4), Computer Centre (3)

Draftsman III (\$13,500 — 15,890 — 18,270)
Physical Plant (3)

Writer (\$14,990 — 17,630 — 20,270)
Information Services (1)

Programmer III (\$15,820 — 18,620 — 21,410)
Computer Centre (3), Computer Research Facility (3)

Programmer IV (\$19,490 — 22,930 — 26,370)
Library Automation Systems (3)

Engineering Technologist II (\$12,860 — 15,130 — 17,400)
Erindale (3)

Deputy Chief of Police (\$13,500 — 15,890 — 18,270)
Physical Plant (3)



Actress Glenda Jackson was at Hart House and University College for two days last week, making a movie with co-star George Segal called "Lost and Found"

Grading practices policy okayed

Continued from Page 1

"The policy isn't intended to eradicate interdepartmental discrepancies, but to offer a scheme of compatible, related grade scales, so that letters can be easily translated into numbers."

The existing policy, in effect for the past two years, is "so badly written as to be incomprehensible", commented engineering dean Ben Etkin.

"Before there was any policy," committee chairman Michael Bliss reminded the meeting, "there was a kind of anarchy — gross inconsistency, arbitrariness, and unfairness to students."

Objections to the revised policy were raised by Professor Peter Salus, who said "the grading scale is silly and should be deleted", and by student member Michael Treacy, who said the grading scale was so flexible that an "F" could mean "anything from zero to 69, or adequate to wholly inadequate".

The School of Graduate Studies will be asked to propose its own "reasonable alternative" to the policy.

In other business, the committee approved an amendment to the *Report of the Working Group to Formulate Policies for Librarians* that reads: "The Governing Council defers until a later date the determination of how procedures governing the dismissal of permanent status librarians for fiscal reasons will be developed."

Professor Bliss, who suggested the amendment, said that it "maintains the principal that permanent librarians can be dismissed for fiscal reasons", but defers confrontation on the matter, at least until financial circumstances necessitate action.

The working group will be asked to comment on the amendment, preferably before the next Executive Committee meeting. The report could then be considered at the Governing Council's June meeting and, if approved, would become part of the *Memorandum of Agreement* between the University

administration and the U of T Faculty Association.

A draft memorandum of agreement between the University and the member colleges of the Toronto School of Theology (TST) was given tentative approval by Academic Affairs. Members expressed the hope that before the draft reached the Governing Council, certain wording would be changed to ensure that all students deemed members of the University for academic purposes should be subject to the University's Academic Code of Behaviour.

The proposed contractual agreement would enable the TST to qualify for increased provincial funding for candidates seeking basic and advanced degrees in theology. Member colleges of the TST are Victoria University's Emmanuel College, the Faculty of Theology of the University of St. Michael's College, the Faculty of Divinity of Trinity College, Knox and Wycliffe Colleges, Regis College, and St. Augustine's Seminary (the last two are already affiliated with other universities).

A proposal to dissolve the Department of Sanskrit & Indian Studies was approved by the committee after Vice-President & Provost Donald Chant explained that strife in the department was "unbelievable".

In a letter to the provost, Arthur Kruger, dean of the Faculty of Arts & Science, said "the strife in the department had disrupted the work of the students and had led them to conclude that they were pawns in the battle between their professors. They had reason to believe that in these unhappy circumstances they would not be likely to complete their degree requirements."

Support for the dissolution was unanimous among students and faculty in the department, said Chant, and to date all but one or two of the faculty had "found new homes" within the University.

Dozens of projects get green light

Continued from Page 1

University divisions receiving unrestricted funds include arts & science, engineering, law, nursing, pharmacy, music, Woodsworth, Innis and New Colleges, the School of Graduate Studies, and Scarborough and Erindale Colleges.

The Update Project Review Committee is composed of Bob Armstrong, chairman, Varsity Fund; Associate Dean C.S. Churcher, Faculty of Arts & Science; Professor Harry Eastman, vice-president — research & planning; Dean Ben Etkin, Faculty of Applied Science & Engineering;

President John R. Evans; Principal Paul Fox, Erindale College; Dean James Ham, School of Graduate Studies; W.B. Harris, Update management committee; Professor Bennett Kovrig, Department of Political Economy; Lee MacLaren, Department of Private Funding; Marnie Paikin, chairman, Governing Council; Professor George Reid, Faculty of Education; Jack Sword, special assistant to the President; and Frank Woods, Governing Council member.

Update helps maintain quality, President points out in letter

Dear Colleagues:

One of my greatest concerns as President of our University has been how to balance our budget and still maintain the quality and diversity in education that the University of Toronto represents.

We decided, because of continuing government cut-backs, to appeal to the private sector for increased private support. Update was launched two years ago to raise \$25 million from the private sector. Now we can report that the external community has supported us with over \$20 million in funds and in support of our goals. This vote of confidence gives me the opportunity to state that there are now funds available for top-priority projects and programs.

During the first week of May, I sent letters to many of our deans and principals announcing that the first release of Update unrestricted money has been authorized by the Update Distribution Committee.

Many other departments have already received designated money from cor-

porations and individuals who have decided to support specific programs.

I have now asked divisions to review their needs or, if desired, to re-order them or substitute new projects.

During these last two years of my presidency, I have enjoyed the opportunity of explaining the University's position to the external community. The gratifying.

To the Update chairman, St. Clair Balfour, to the management committee, and to the hundreds of Update volunteers, may I express the sincere appreciation of all of us for their time and effort and for their belief in the University. The continuing program of Update will ensure that the quality of teaching and research at the University of Toronto will be maintained now and in the future.

My thanks and best wishes to all.

John R. Evans
President

John R. Evans

Willful neglect of university research

The federal government has knowingly and shamefully neglected university research maintains Tom Clark, director of the University's Office of Research Administration.

In a report entitled *Canadian Research — the Anatomy of Neglect*, Clark examines federal science practice over the past eight years.

Research in the non-health natural sciences and in engineering has been particularly neglected, Clark points out, and calls this oversight "inexplicable".

"The universities have a balance of kinds of natural science research — those directly and those indirectly supportive of society's goals. The universities have both shown initiative and responded to federal initiatives.

"Willful neglect of university research funding does not improve the main

Canadian R & D problem; it merely destroys the future prospects for its improvement," he says.

In memoriam

Anton Charles Pegis, professor emeritus of philosophy and former president of the Pontifical Institute of Mediaeval Studies, May 13.

Gerald Alfred Wrenshall, professor emeritus, Banting and Best Department of Medical Research, May 26

Albert S. Abel, Faculty of Law, May 6.

Aldwyn Stokes, first professor of the Department of Psychiatry, May 3.

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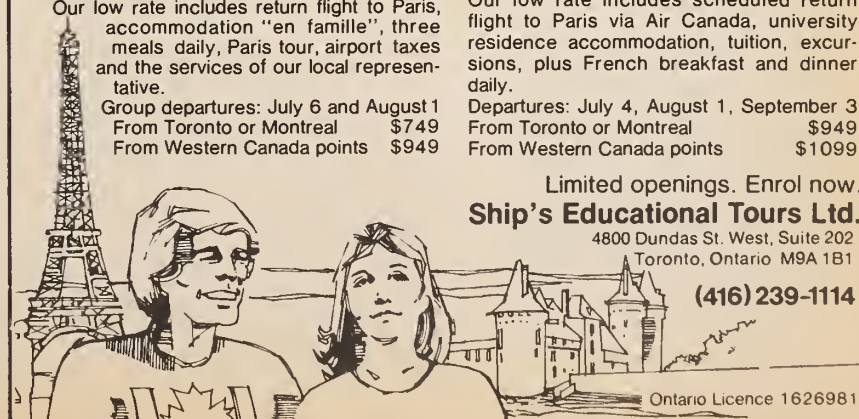
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They're as old as 95 and invaluable to anthropologist Carol Holzberg

What began as spare-time volunteer work has become a small-scale research project for Carol Holzberg, assistant professor of anthropology at Erindale College.

Last summer, she offered to help out at the Baycrest Centre for elderly members of Toronto's Jewish community. A group of about 24 residents had been meeting weekly to discuss and record their memoirs. Holzberg was assigned to help them.

Participants in the group range from 76 to 95, and all have immigrated to Canada from Europe since 1900. Their stories were presenting such a vivid and highly diversified picture of Jewish culture that the group applied for and received a federal government "New Horizons" grant of \$12,000 towards collecting, organizing, and editing the material.

Prof. Holzberg attends the weekly sessions as well as visiting group members in their apartments to tape their recollections and probe for more details. To conduct her own scholarly analysis of the memoirs, she was awarded a Canada Council grant.

"Basically, I record what they choose to recount," she says, "but for the purposes of my study, I want to have as much information as possible about customs and traditions — holiday celebrations, circumcision ceremonies, weddings, bar mitzvahs, the composition and activities of extended family households, and the significance of the synagogue and its rabbi to community structure and cohesion. I'm also interested in what it was like to adjust to urban life in North America after growing up in a small European village."

Taping is still in progress at the centre, and only about a third of the completed recordings have been transcribed. Some have to be translated (by a professional editor) from Yiddish, German, Russian, or French. The memoirs should all be on paper by the end of the summer, after which Holzberg will analyze and interpret them.

One possible focus of her analysis might be the role of the orthodox Jewish

woman, which centred primarily on domestic duties. Without today's labour-saving appliances and with the rule against physical work on the sabbath, each week had to be spent cleaning house and preparing food for the day of rest. On Friday afternoons, the women carried their sabbath meals to the local baker then collected them in time for dinner the next day.

While girls were usually educated at home in the proper management of a kosher household, boys attended *cheder* for a more scholarly education in scripture interpretation and Hebrew.

"Women weren't brought up to question inequalities between the sexes," says Holzberg. "They felt their role was important, so they weren't psychologically frustrated."

Another possible focus of analysis might be the position of Jews vis-a-vis their non-Jewish neighbours. Though the memoirs indicate relations were usually good on the surface, says Holzberg, there seemed to be an underlying antipathy that was always very worrying.

"Most members of the group feel that what happened to Jews in Nazi Germany could happen again anywhere. After all, Germany was a highly civilized nation in terms of technology and the arts, yet its citizens could still be channelled into committing atrocities against an entire ethnic population."

"Down through history, Jews have been scapegoats. That's why Israel is such an important symbol, even to Jews who don't consider themselves Zionists."

The memoirs are being collected into a book scheduled for publication next year by Mosaic Press.

Meanwhile, the memoirs sessions are helping to banish any notion the members might have of being "the forgotten and unimportant elderly", says Holzberg. Along with the intellectual challenge of piecing together their stories, there is the interest and recognition of fellow group members, and the satisfaction of recreating something for future generations.

TEACHERS • STUDENTS • AND • CURRICULA • IN • RENAISSANCE • VENICE • WILL • BE • EXAMINED •



History professor Paul Grendler has been awarded a Guggenheim fellowship to study primary and secondary education in Renaissance Venice and in other Italian cities of that era.

His study will focus on the literacy rate for Italian society as a whole from 1500 to 1650 and on the curricula followed by schools of that period. A look at courses of study will enable him to assess to what extent knowledge of the Latin and Greek classics filtered down through the elite to the general population.

Renaissance education was carried out in several types of schools, says Prof. Grendler. Upper and middle class children attended neighbourhood schools run by independent school masters, or were taught by private tutors who lived with the students or came to their homes daily.

Most of the neighbourhood schools were financed through fees paid by parents, but some were state supported. Although some poor children were allowed to attend state-supported schools, most went to church schools run by parish priests, or to monastic and convent schools.

To estimate the literacy rate, Grendler will study the number of children who went to school, the ratio of boys to girls, the social classes students came from, the subjects they were taught, and the books they used.

He will also study the teachers of the period to discover the professional, economic and social status enjoyed by teachers of that time.

The role of the state in primary and secondary education will also be explored in Prof. Grendler's study. He says the standard notion that the church assumed all responsibility is a misconception.

"In the early 1500s the church played a relatively small part in education. Later, when local governments found themselves saddled with the cost of education, they were only too eager to pass the responsibility on to the religious orders," says Grendler.

He is also interested in the role of education in Renaissance society. His study will investigate the degree to which schools were ideological factories imbuing students with Venetian patriotism. Grendler plans to spend the next year working at ecclesiastical and state libraries and archives in Venice, Florence, and Rome, and will write a monograph of his findings.

He has already written two monographs on Renaissance Italy: *The Roman Inquisition and the Venetian Press 1540 to 1605*, a study of the effectiveness of book censorship, and *Critics of the Italian World 1530 to 1560*, a study of three popular Renaissance authors.

Wool-gathering is his business Chemical engineer David Barham wants the mineral wool industry to minimize waste

Professor David Barham, Department of Chemical Engineering & Applied Chemistry, has been awarded a \$9,000 grant from the Ministry of Energy, Mines & Resources to study waste recovery in mineral wool production.

The mineral wool industry is devoted primarily to the production of thermal insulation, and as its market is made up predominantly of homeowners the current demand is great.

Although the industry has no difficulty selling what it manufactures, one problem it faces is the unusually high percentage of waste that occurs in the manufacturing process.

Prof. Barham, along with Ian Harper, plant engineer at Bishop Building Materials Ltd., is investigating ways of recycling the waste.

Mineral wool production begins with blast furnace slag from the iron and steel industry, which is conditioned with sandstone and melted in a coke-fired shaft furnace. This molten rock is then spun using rapidly rotating cylinders to produce fine droplets. As the droplets fly off the cylinders, "tails" stretch out behind them, forming the fibres of mineral wool.

The problem lies in the fact that only 60 percent of molten rock ends up as wool. Forty percent is shot, tailings, or fines, all of which are essentially waste.

"Mineral wool sells for \$150 to \$200 a ton," says Prof. Barham, "but if you can increase the efficiency of the system by only a small amount, you might be able to produce \$2,000 more of the product a day."

The chemistry of the wool differs from the chemistry of the waste; and, as the transformation occurs at the "spinner" stage, Barham is studying that part of the process to find out why. He is using the Slowpoke Nuclear Reactor facilities for his chemical analysis.

As for recycling the waste, Barham has several ideas. He is considering mixing Portland cement with the fines and putting this mixture back into the furnace. Another possibility he is investigating is employing the waste as filler in asphalt.

And since the waste material from one plant takes the form of small gold glass beads, Barham thinks they might usefully be incorporated in the paint used for road markings.

Summer library hours

Copies of the schedule of summer hours for the University libraries to Sunday, Sept. 10, are available at the public service desks. A partial schedule is given below.

Robarts Library

(All departments except as noted on schedule)
Monday-Thursday, 8.30 a.m. to 11 p.m. but limited charge-out service and study space only from 9 to 11 p.m.; Friday, 8.30 a.m. to 6 p.m.; Saturday, 9 a.m. to 5 p.m.

Science & Medicine Library

Monday-Thursday, 8.30 a.m. to 9 p.m.; Friday, 8.30 a.m. to 6 p.m.; Saturday, 9 a.m. to 5 p.m.

Engineering Library

Monday-Thursday, 8.30 a.m. to 9 p.m.; Friday, 8.30 a.m. to 6 p.m.; Saturday, 9.15 a.m. to 5 p.m.

Sigmund Samuel Library

Monday-Thursday, 8.30 a.m. to 10.30 p.m. to Aug. 18, but to 9 p.m. from Aug. 19; Friday, 8.30 a.m. to 6 p.m.; Saturday, 9 a.m. to 5 p.m.

Please note that all libraries are closed on Sunday in this period.

Toronto Western Hospital

Planning is underway for the new south pavilion to be built at the Toronto Western Hospital. Preliminary drawings are now being reviewed by the departments that will be located in the new building.

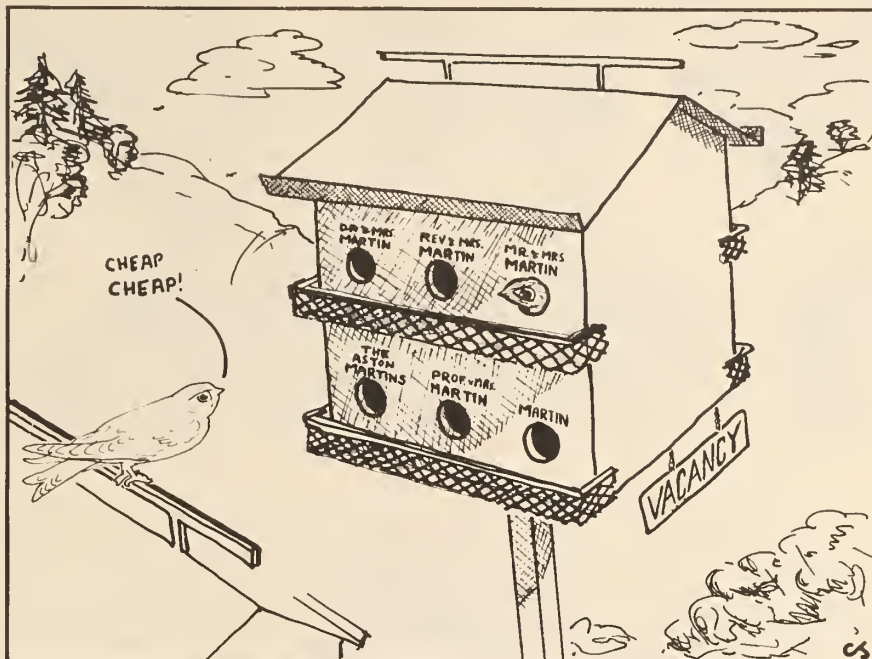
The project is the last and largest of the hospital's three phased expansion program and will be financed through the Ontario Health Resources Development Fund.

If new bird houses placed in the valley at Scarborough College to attract purple martins remain empty much longer, associate professor of chemistry Thomas Tidwell says he may have to resort to kidnapping to get some tenants.

The colony nearest to the college (on which Tidwell is tempted to make a kidnapping raid) is at the Scarborough Bluffs Park. And once a new colony is established, Tidwell says its population can grow to thousands of birds.

Constructed in the academic workshops by carpenter Kurt Fahrner, the multiple nesting boxes follow the latest designs for the species. Features include keyhole shaped openings, railings to prevent young birds from falling to the ground, rooftop perches, and bright, easily cleaned interiors. The three houses have space for 36 pairs of martins.

Purple martins are the only members of the swallow family that are completely dark, and in sunlight possess the rich, purple hue that gives them their name. They winter in South America and return every spring to established nesting sites in North America. Scout birds from



Although purple martins have yet to put in an appearance at the Scarborough campus, Tidwell says the college is ideal for observing many other birds year round. He recommends these spots as observation points: the garden plot areas, where summer brings indigo buntings and hummingbirds; the bicycle path along Highland Creek for downy woodpeckers, kingfishers, Baltimore orioles, vireos, thrushes, and flycatchers; the open grassy playing fields to see barn swallows, red-tailed hawks, flickers, and killdeer; and the wooded slope near the college, inhabited by warblers, scarlet tanagers, pheasants, and great horned owls.

While the location of the college on the migration path of a number of bird species may be perfect for bird watchers, it is less than ideal for the birds. Many are killed each year in collision with college windows. To combat the

**Now you know what
your benefits are**

Preparation of the brochures was a massive six-year project, but "an eminently worthwhile one," he says.

"For many employees, it's the first time they've known what their benefits are."

Professor Louis Siminovitch, Department of Medical Genetics, has been awarded the Flavelle Medal by the Royal Society of Canada for his outstanding contribution to biological science.

Astronomical memorabilia

"The Dunlap family has presented to the observatory a magnificent scrapbook, enormous wooden covers, iron hinges, clasp and all, that was previously kept by Mrs. Jessie Dunlap to contain original letters from Dr. (C.A.) Chant, newspaper clippings, and photographs concerning the founding of the observatory. Once refurbished, the book will go on display under a suitable glass cover in the entrance hall of the observatory."

David T. Suzuki has been appointed visiting professor in the Department of Zoology for the 1978-79 academic year, commencing July 1.

Suzuki is internationally renowned as a geneticist. In addition, his radio and television programs have made him equally well-known to a much wider lay audience.

This fall he will be teaching a new course entitled "Human Heredity and Evolution" offered through Woodsworth College.

Suzuki believes that the hard decisions that will have to be made on matter such as recombinant DNA or genetic engineering should not be left to scientists alone. He hopes to transmit to non-science students the scientific principles underlying these issues.

Seven U of T professors have been elected to fellowship in the Royal Society of Canada:

Professors Mustafa Agah Akcoglu, Department of Mathematics; Richard Miller Bird, Department of Political Economy; Jack Dainty, Department of Botany; Jacob Henri de Leeuw, Institute for Aerospace Studies; Douglas Poole Dryer, Department of Philosophy; Rev. Eugene R. Fairweather, Keble Professor of Divinity, Trinity College; and George Ronald Williams, Department of Biochemistry, Scarborough College.

The induction ceremony was held at the University of Western Ontario on June 4.

Who is mailing what to whom?

In September, Information Services will be arranging a seminar on improving the dissemination of promotion material and information through the sharing of lists and the piggy-backing of mailings.

If you are interested in improved co-operation and co-ordination in this area, please call Marion de Courcy-Ireland, Information Services, at 978-2106 for a questionnaire, to be filled out before the end of June. The department hopes to make a list of the lists, as well as get some expert advice about improvements, before the meeting in September. Notice of the date of the seminar will be published in the July issue of the *Bulletin*.

POLYPHONY

The Bulletin of the Multicultural History Society of Ontario
Volume 1 Fall/Winter 1977

The Multicultural History Society of Ontario was formed in the autumn of 1976 by a group of academics, civil servants, archivists, and librarians who believed that the record of Ontario's many ethnocultural groups should be preserved. To accomplish its task, the Society co-ordinates its programme with the Archives of Ontario and the Multicultural Development Branch of the Ministry of Culture and Recreation, but it is a fully autonomous organization. We are dedicated to collecting written, photographic, and oral sources on all the province's ethnic communities. The material is deposited in the Archives of Ontario for safekeeping where it is accessible to all who are interested in ethnic and immigration history.

The first issue of *Polyphony*, the bulletin of the Multicultural History Society, is now available. The bulletin includes examples of the kinds of materials being collected by the Society and a discussion of their importance for ethnocultural history. Selections of sources ranging from an Armen-American Letter Writer to the autobiographies and scrapbooks of Excerpts from two interviews conducted by Society researchers are presented along with an introduction to the uses of oral testimony. A group of photographs from the Society's collection is reprinted, and special projects carried out by the Society are summarized, including a list of material on emigration held by the Croatian Institute in Zagreb. Finally, a sample of the research guide used by the society is presented.

Polyphony may be obtained by writing the Multicultural History Society of Ontario, St. Michael's College, 81 St. Mary Street, Toronto, Ontario M5S 1J4. [Telephone: (416) 967-0240]

We've got a date...



DATE: WEDNESDAY, JUNE 7, 1978
TIME: 7:00 PM
PLACE: GEORGE BROWN COLLEGE
CASA LOMA CAMPUS (160 Kendall Ave.)
REFRESHMENTS, BUFFET, DANCE
& DOORPRIZES

Members of the Universities and Colleges Credit Union (Toronto) Limited and any interested employees of a university or college in Toronto are invited to attend our Annual Meeting. This is our big event of the year and important business will be dealt with such as election of directors and committee members, new by-laws and declaration of dividends. This is your chance to exercise the democratic control of the financial organization that was set up to serve you. Do take the time to attend the meeting and later enjoy the dance, refreshments and buffet.



Universities and Colleges

CREDIT UNION

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Forum

More like a factory every day

On May 16 the Internal Affairs Committee voted to close the University Infirmary. I am glad I no longer run a residence because the pressures on residence staff will increase unmercifully without the support of the infirmary.

Few people recognize the importance of residences. The University becomes more like a factory every day!

Charity L. Grant
College Activities Co-ordinator
University College

Research News

Health & Welfare Canada student fellowships

Dates for submission of student fellowship applications have been moved forward to August 31 (from Sept. 30) and to February 28 (from March 31).

Connaught senior fellowships awarded

The Connaught Committee has awarded four senior fellowships in the humanities for the 1978-79 academic year. These awards have been made in a new experimental program designed to meet several needs identified in a concern for better research support, particularly in the humanities. These needs relate to released time as the *sine qua non* of scholarship in the humanities and to assistance to scholars conforming to a normal humanities pattern of work in isolation. Fellows are selected on the basis of retrospective recognition of demonstrated ability and achievement and a distinguished record in research and scholarship. The awards are a means by which U of T scholars of proven excellence can be assisted to further achievement.

The 1978-79 Connaught senior fellows are Professor Peter Brock, Department of History; Professor James Eayrs, Department of Political Economy; Professor Victor E. Graham, Department of French; and Professor John F. Leyerle, Department of English.

Professor Brock will be undertaking a study of Mahatma Gandhi's writings with a focus on Gandhi's idea of nationalism. Prof. Eayrs will work on a project to identify, analyze and reflect upon some of the problems of the human condition which derive from the nature and organization of international society. Prof. Graham proposes a study of royal triumphal entries in 16th century France. Prof. Leyerle will be seeking to complete work on a book which deals with the rose wheel design in the late Middle Ages.

The fellowship carries with it a research allowance for the fellow and a monetary contribution to the fellow's department which may be used for a replacement appointment at the junior level on a temporary basis.

New program is fairer says Business Affairs of merit review scheme

A new merit program for administrative staff was approved by the Business Affairs Committee at a special meeting held May 31.

Designed to be "fairer" to the University's 3,600 non-union staff, the new program differs from the present one in two major ways: it would use the anniversary of the staff member's employment date as the basis for the establishment of an individualized merit review timetable, and would be funded by a pool of money earmarked for staff merit increases alone. Under the present system, July 1 is the date on which staff merit is recognized, and money for merit increases is included in departmental salary budgets.

"One of the misuses of the present system," said engineering dean Ben Etkin, "is that money intended for merit increases is allowed to 'leak out'. If I had a few thousand dollars — originally intended for merit increases, but not required — I'd probably use it to pay the phone bill or buy a new typewriter. This sort of thing occurs throughout the University — money just doesn't stay in the salary accounts. There has to be some way of plugging up the leaks."

Staff association president Charlotte Turnbull emphasized that potential unease about the new program might be allayed if staff members could be assured that the necessary funds would indeed be in the "merit pool".

The administration has predicted that as much as \$1,200,000 could be in the pool in any one year, derived from the differential in salaries paid to new staff members and to those they replaced. The sum is based on a documented annual turnover rate of 33 percent, or

1,200 staff members, and on an average salary differential of \$1,000.

"We're suspicious of any scheme that plays fast and loose with our present merit system," said Turnbull, "but we're prepared to support this in principle. It will succeed if it's well managed."

"However, the staff association does have a number of concerns around the implementation of the program," she said. "One is that the new system be carefully monitored. There's a real danger that department heads could procrastinate, or simply forget about conducting merit reviews as, under the new program, they will be occurring year-round and not just on July 1."

"Also, if the system is to be at all meaningful, the midpoints of salary ranges must be established and maintained at current market value."

"This is an intricate and complex scheme," said Turnbull, "and probably the most important consideration is that there be continued and open communication between the administration and the association during the implementation process."

Honours for Dr. Evans

One week in May, President John Evans received two honorary degrees from American universities.

On Monday, May 22, he was awarded an LLD by Yale, and on Friday, May 26, he was made a Doctor of Humane Letters by Johns Hopkins.

International Congress

Government assistance is available to persons undertaking to invite an international congress to meet in Canada. Conference Management Associates will provide assistance in concert with appropriate agencies to individuals who wish to develop an effective invitation programme.

This includes realization of receptions and inspection visits by site selection committees, evaluation of possible competitive invitations, development of a formal presentation to the head organization, and development of attractive, well-documented support materials. Travel assistance may also be provided.

For further information contact
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References provided: First Congress on Education; Ministry of Culture & Recreation; Third International Congress on Cleft Palate; Canadian International Philatelic Exhibition; and more.

Events

Continued from page 8

Thursday, June 15 (continued)

Inherited enzyme deficiencies associated with severe immunodeficiency states, lecture.

Dr. Eloise R. Giblett, University of Washington School of Medicine, Seattle. North classroom, 109 (basement) Norman Urquhart Wing, Toronto General Hospital. 1 p.m. (Pathology)

Mujer de Mille Fuegos, The Life and Death of Frida Kahlo and The Courage of the People, OISE film series.

First film directed by Chick Strand, second by Karen and David Crommie, third by Yorge Sanjines. Auditorium, OISE. First film at 7.30 p.m., second at 7.45 p.m., third at 9 p.m. Admission \$2.50 triple bill, \$1.75 last film only.

Recorded information about films 961-3035; other information see listing June 7.

Friday June 16

Convocation.

Faculty of Education (A—L). Convocation address will be delivered by Prof. J.H. Stevens, Department of English, Faculty of Education. Convocation Hall. 10.30 a.m.

Convocation.

Faculty of Education (M—Z) and Faculty of Law. Honorary graduand Prof. Paul Lacoste, rector of the University of Montreal, will deliver to Convocation address; he will be presented by President John R. Evans. Convocation Hall. 2.30 p.m.

Sunday, June 18



Guitar '78, international guitar festival presented by Guitar Society of Toronto in co-operation with the Faculty of Music.

June 18 to 24 at Edward Johnson Building. Registration fee \$100 covers master classes, workshops, and all concerts. Registration and information about festival, 487-0536; ticket information, 978-3744.

Monday, June 19

Guitar '78, lunchtime concerts. Free concerts will be given each day during the course of the week. MacMillan Theatre, Edward Johnson Building. 11.30 a.m. to 12.45 p.m.

Liona Boyd, concert, *Guitar '78*. MacMillan Theatre, Edward Johnson Building. 8.30 p.m. Tickets \$4, students and senior citizens \$2. Information, 978-3744.

Events

Monday, June 5

Symposium on Intercultural Education and Community Development.
June 4 to 6, Faculty of Education.
Afternoon sessions, Monday, June 5.
Social Psychology and Cultural Pluralism, Prof. Ron Samuda, Queen's University, and Prof. Aaron Wolfgang, OISE. 1.15 p.m.
Mental Health: The Victims of Prejudice and Discrimination, Dr. G.A. DaCosta, Clarke Institute of Psychiatry, and Dr. Frederico Allodi, Toronto Western Hospital. 2.45 p.m.
Evening: Dinner, Great Hall, Hart House; speaker, Helen Eriks, Multicultural Directorate, Department of the Secretary of State, Ottawa. 6.30 p.m. Tickets for those not registered at symposium, \$10. Information, 978-7011.

Review of undergraduate program, arts & science, open meeting for part-time students.
Members of the Decanal Committee to Review the Undergraduate Program in the Faculty of Arts & Science will hold a special open meeting. All part-time students are invited to attend and express opinions. The Rev. John M. Kelly, chairman of the committee will act as chairman of the meeting. 302 Woodsworth College. 5 to 7 p.m.

Tuesday, June 6

Convocation.
Graduate degrees. Convocation address will be delivered by Prof. J.F. Leyerle, Department of English, University College, and dean-designate, School of Graduate Studies. Convocation Hall. 2.30 p.m.

Symposium on Intercultural Education and Community Development.
June 4 to 6, Faculty of Education.
Sessions, Tuesday, June 6.
The Curriculum and Diversity, concurrent presentations by Prof. Garnet McDiarmid, OISE; Prof. H.L. Ridge, Faculty of Education; Prof. Terrance Morrison, University of Manitoba;

Prof. Raymond Lamérand, OISE; and Prof. Jack Kehoe, University of British Columbia. 9 a.m.
Community Needs for Community Development: The Roles of Teacher Education, open forums where participants can examine the functions of pre-service and in-service education in relation to the needs of schools and the communities. 10.45 a.m.
Visits to Ethno-cultural Centres and Programs, Dr. Mavis Burke, Ministry of Education, Province of Ontario. 1 p.m. Information, 978-7011.

Wednesday, June 7

Convocation.
Graduate degrees, education and management studies. Convocation address will be delivered by Prof. Robin Harris, Higher Education Group and University historian. Convocation Hall. 2.30 p.m.

The Helium Peculiar Stars and the Ap Syndrome, seminar.
Steven Shore, graduate student, Department of Astronomy. 137 McLennan Physical Laboratories. 4 p.m.

The Complete Works of Kenneth Anger — The Magic Lantern Cycle, OISE film series.
Auditorium, OISE. 7.30 p.m. Admission \$2, senior citizens \$1. Subscription ticket \$10 for six double bills. Recorded information about film, 961-3035; other information 923-6641, ext. 728. (Graduate Students' Association)

Thursday, June 8



Convocation.
Faculties of Applied Science & Engineering and Forestry & Landscape Architecture. Honorary graduand Prof. D.J. LeRoy, vice-president (scientific), National Research Council, Ottawa, will deliver the Convocation address; he will be presented by Prof. John Polanyi, University Professor. Convocation Hall. 2.30 p.m.

Brain-Specific Proteins, seminar.
Dr. C. Zomzely-Neurath, Roche Institute of Molecular Biology, Nutley, N.Y. 417 Best Institute. 4 p.m. (BBDMR and SGS)

Convocation Hall

The Merchant of Forr Seasons and Katzelmacher, OISE film series.
Directed by Rainer Werner Fassbinder. Auditorium, OISE. First film at 7.30 p.m., second at 9.20 p.m. Admission \$2.50 double bill, \$1.75 second film only. Recorded information about films, 961-3035; other information, see listing June 7. (GSA)

Friday, June 9



Convocation.
Faculties of Medicine and Music and Royal Conservatory of Music. Honorary graduand Dr. Eva Waddell Mader Macdonald, former chancellor, will deliver the Convocation address; she will be presented by Dr. Alice Gray, Women's College Hospital. Convocation Hall. 2.30 p.m.

Dr. Eva Macdonald

Studies of Sertoli and Leydig Cell Function in Rodents with Spermatogenic Damage, seminar.
Kathy Rich, Prince Henry's Hospital, Melbourne. 417 Best Institute. 12.30 p.m. (BBDMR)

Saturday, June 10

Artfest '78, annual arts and crafts festival on the Erindale campus.
Saturday and Sunday from 10 a.m. to 6 p.m. 200 exhibitors will demonstrate crafts and sell wares; juried craft show will be exhibited in Erindale Art Gallery; jazz group will play both afternoons. Admission \$1, children under 12 free, proceeds to Mississauga Treatment Centre for Handicapped Children and scholarship fund in fine arts at Erindale College. (Erindale College, Rotary Club

of Port Credit and Mississauga Department of Parks & Recreation)

Monday, June 12

Convocation.
New and Woodsworth Colleges. Convocation address will be delivered by Principal Peter Silcox, Woodsworth College. Convocation Hall. 2.30 p.m.

Tuesday, June 13

Convocation.
Scarborough College. Convocation address will be delivered by E. Sydney Jackson, president, Manufacturers Life Insurance Co. Convocation Hall. 10.30 a.m.

Convocation.
Victoria College. Honorary graduand Kathleen Coburn, professor emeritus, will deliver the Convocation address; she will be presented by Prof. Northrop Frye, University Professor. Convocation Hall. 2.30 p.m.

Wednesday, June 14

Convocation.
University and Trinity Colleges. Honorary graduand Sydney Hermant, chairman, Board of Trustees, Royal Ontario Museum, former vice-chairman of Governing Council, will deliver the Convocation address; he will be presented by J.H. Sword, special assistant to the President. Convocation Hall. 2.30 p.m.

Throne of Blood and Dodeska'den, OISE film series.
Directed by Akira Kurosawa. Auditorium, OISE. First film at 7.30 p.m., second at 9.30 p.m. Admission \$2.50 double bill, \$1.75 second film only. Recorded information about films, 961-3035; other information see listing June 7.

Thursday, June 15

Convocation.
Erindale College. Honorary graduand Rabbi W. Gunther Plaut, senior scholar, Holy Blossom Temple, Toronto, will deliver the Convocation address; he will be presented by Prof. W.B. Dunphy, St. Michael's College. Convocation Hall. 10.30 a.m.

Convocation.
St. Michael's and Innis Colleges. Honorary graduand Rev. Gerard Dion, formerly Department of Industrial Relations, Laval University, will deliver the Convocation address; he will be presented by Prof. J. Ambrose Raftis, St. Michael's College. Convocation Hall. 2.30 p.m.

Continued on Page 7